



The 14 Comparable States

Prior commissions have considered data from the 14 states utilized by Washington State Human Resources in its salary and benefits studies. The states were selected on the basis of economic comparability with Washington. They are:

- Arizona
- Colorado
- Georgia
- Indiana
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Missouri
- New Jersey
- North Carolina
- Tennessee
- Virginia
- Wisconsin

These states are comparable to Washington in aspects that most affect the salaries, benefits, and classification of employees, namely:

- State population;
- Similar revenue levels;
- Individual income levels (similar population demographics);
- Number of full-time equivalents;
- Unemployment rate;
- Cost of living relative to the national average in comparison to Washington State (similar individual spending); and
- Real Domestic Product (similar economic trends).

This list has changed. In previous years these comparison states were: Arizona, California, Colorado, Idaho, Illinois, Iowa, Michigan, Minnesota, Nevada, Oregon, Utah, and Wisconsin and were based on:

- Per capita state expenditures;
- Per capita income;
- Average hourly earnings;
- Number of full time state employees per capita; and
- Per capita state expenditures for education.